

MILITARY LEAVE

The Sevier County Board of Education supports its employees involved in military service and complies with any applicable state and federal laws pertaining to or relating to military leave.

The Board grants military leave to employees who volunteers or are called to active duty with the armed forces. The Board will pay those employees for any accrued vacation time. Upon release from active duty, those current or former employees shall be entitled to re-employment rights as provided under the Uniformed Services Employment and Re-employment Rights Act (USERRA).

The Board also grants paid military leave who are members of any military reserve component. The paid leave account for such time as those employees are in field training or active duty for periods not to exceed fifteen (15) per calendar year. An employee called to active duty by the governor to enforce the laws of the state will be paid his/her regular salary for such time as he/she is engaged in the performance of such duty, and any time spent in active state duty will not count against the fifteen (15) calendar days allowed for paid military leave. Employees requesting military leave should provide a copy of his/her military orders upon request by the Director of Schools.

The Board allows employees to take up to twelve (12) weeks of qualifying exigency leave because and employee's spouse, parent, or child has been called to active duty in support of a contingency operation. This leave applies to employees with these family members who serve in the National Guard, Reserves, or certain retired military personnel. It has no application to those family members in the full-time military services. An employee requesting qualifying exigency leave must submit a written request, a copy of the active-duty military orders or a completed Form WH 384 from the U S Department of Labor.

The Board also allows employees to take up to twenty-six (26) weeks of military caregiver leave because an employee's spouse, parent, child, or next of kin incurred an injury or illness in the line of duty in the armed forces. An employee requesting military caregiver leave must submit either a certification from the specific military health care provider or a completed Form WH 385 from the U S Department of Labor.